



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Leslie County High School**

Reviewed By: **Martha Mullins**

Date of Visit: **October 8, 2003**

Telephone Number of Reviewer: **(859) 269-3394**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:

(Check One or More)

X	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance? Yes No

Were the calculations performed correctly? Yes No

Comments:

Standards were met in the 2001-2002 school year only.

B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?

Yes No

Were the calculations performed correctly? Yes No

Comments:

Data as requested were not submitted in the original self-evaluation document due to computer software failings. Supplemental data submitted by the school, however, were used to perform the calculations. The software problem was overcome in subsequent years. School personnel were advised to complete Form T-2 for 1999-2000 and 2000-2001 and to place them in the school's permanent Title IX file.

C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?

Yes No

Were the calculations performed correctly? Yes No

Comments:

The Student Interest Survey indicated some interest in golf, soccer, and some tennis. School personnel were advised to pursue those interests as a priority before adding other teams.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

<p>Comments:</p>

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Standards for Test 1 were met in 2001-2002. Standards for Test 2 were met in 2000-2001 and 2002-2003.
Equipment and Supplies	X		School personnel were advised to supply game shoes and practice uniforms in proportion to the percentage of male and female participants in the total athletic program.
Scheduling of Games and Practice Time		X	Review of the girls' basketball schedule for home games indicated unsatisfactory progress towards scheduling games in "prime time": 42% in 2002-2003; 40% in 2003-2004. Boys' basketball scheduled 64% in 2002-2003; and 50% in 2003-2004.
Travel and Per Diem Allowances		X	There appeared to be no clear policy on the provision of meals among teams. Data provided on Forms T-11, T-12, and T-40 were inconsistent.
Coaching	X		It was recommended that school personnel evaluate the level of experience of current coaches. If girls' teams have less experienced coaches, professional development opportunities should be provided. Office space for coaches was limited.

Locker Rooms, Practice and Competitive Facilities		X	Boys' basketball has a designated, self-contained locker room. Girls' basketball shares an identical space with volleyball and cheerleaders. Equipment storage for girls' sports was not equivalent to that for boys' sports. Standards for the softball field were not comparable to outdoor fields for boys' sports.
Medical and Training Facilities and Services		X	Sufficient physical training equipment for female athletes was not observed. The weight room did not appear to be user-friendly for female athletes.
Publicity	X		More promotion of girls' sports was suggested. The school has a cheerleading squad for basketball and one for football. Both squads cheer at home games.
Support Services	X		Oversight of booster club spending should be improved. It was recommended that the principal's signature be required for approval of all spending.
Athletic Scholarships	N/A		
Tutoring	X		There were inconsistencies between Forms T-38 and T-39 regarding the number of athletes being tutored and tutors' rate of pay.
Housing and Dining Facilities and Services	X		See Travel and Per Diem above.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (T-60)

School personnel should be commended for continuous progress towards meeting goals listed on the Corrective Action Plan each year. Recording of actions taken on Form T-60 was excellent. Three sports teams for girls have been added. Policies on inventory control, scheduling of facilities, scheduling of games and practices, selection of coaches and publicity have been generated and approved.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Facilities, girls' basketball scheduling, and comprehensive oversight of booster operations are concerns. School personnel have been advised to generate policy regarding an awards system, to include recognition of teams and individual athletes, as well as banquets and signage in the gym.

7. Facility Recommendations or Concerns

More locker room and storage space for girls' sports is needed. The softball field should be upgraded to meet the standards set for the baseball field and the football field. Improvements should include construction of concrete block dugouts and a pressbox, fence repair, and litter control. The weight room and training room are part of the football locker room complex. A modesty shield should be placed at the opening to the dressing room area, and an entrance from the weight room to the training room should be provided.

8. **KHSAA Recommended Action**

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time

School shall submit the following additional information:

(Selection of Cheerleaders) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2004-2005 season. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

(Travel and Per Diem) School personnel will provide a copy of policy generated to assure equity in the provision of meals for male and female athletes as an attachment to the 2003-2004 annual report, due **April 15, 2004**.

(Locker Rooms, Practice and Competitive Facilities) School personnel will provide plans for provision of better weight training equipment and weight room/ training room usage for female athletes in the 2003-2004 Corrective Action Plan (Form T-60), due **April 15, 2004**.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Ronald Stidham

District Level Title IX Coordinator: Lisa Wilson

Name	Title	Telephone
Lisa Wilson	District Title IX Coordinator	606-672-2397
Omus Shepard	Principal	606-672-2337
Ronald Stidham	Athletics Director	606-672-2045
Kim Cornett	Resource Teacher	606-672-2337
Pamela Cox	Volleyball Coach	606-672-2397, Ext. 427
David Lewis	Track Coach	606-279-3297
Larry Sparks	Boys' Basketball Coach	606-672-7820
Wendell Wilson	Girls' Basketball Coach	606-374-4267
Brittany Johnson	Student Representative	606-279-3148
Gary Lawson	KHSAA Audit Team	859-299-5472
Martha Mullins	KHSAA Audit Team	859-269-3394

10. Comments

The school's entire permanent Title IX file was available for review by the KHSAA Auditor Team. School personnel are to be commended for excellent data collection, recording and display.

Corrections and data omissions on some forms were reviewed with the Gender Equity Review Committee. It was stressed to school administration and the Committee that the self-evaluation document of 1999-2000 serves as a baseline document by which to measure progress towards compliance and as such should contain accurate data. A statement verifying that all omissions and corrections have been reconciled and placed in the school's permanent Title IX file should be sent to the KHSAA office by **December 1, 2003**.

Because counseling with athletes is an important element of coaching, each coach should have space provided for this purpose. Female athletes appeared to be more disadvantaged in this regard. If office space is limited, some system for communication should be designed to insure accessibility.

The public meeting did not materialize.



Kentucky High School Athletic Association

KHSAA Title IX Audit Visit Sign In Sheet

School: Leslie Co. High School

Date of Visit: October 8, 2003

Hyden, Ky. 41749

High School Title IX Coordinator: Ronald Stidham 672-2045
Name Address Phone

District Level Title IX Coordinator: Lisa Wilson 672-2397
Name Address Phone

Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name Title Phone Number

<u>GARY LAWSON</u>	<u>KHSAA Auditor</u>	
<u>MARTHA MULLINS</u>	<u>KHSAA Auditor</u>	<u>(859) 269-3394</u>
<u>Lisa Wilson</u>	<u>District Title IX</u>	<u>(606) 672-2397</u>
<u>Pamela Cox</u>	<u>Volleyball Coach</u>	<u>(606) 672-2397 EX427</u>
<u>Ronald C. Stidham</u>	<u>A.D.</u>	<u>(606) 672-2045</u>
<u>Jan Cornett</u>	<u>Teacher</u>	<u>(606) 672-2337</u>
<u>K. L. [Signature]</u>	<u>TRACK</u>	<u>606-279-3297</u>
<u>Larry Spahr</u>	<u>Boys Basketball Coach</u>	<u>606-672-2820</u>
<u>Bryan Johnson</u>	<u>Student</u>	<u>(606) 279-3148</u>
<u>Chris [Signature]</u>	<u>Manager</u>	<u>(606) 672-2337</u>
<u>Wendell Wilson</u>	<u>Girls Basketball Coach</u>	<u>(606) 374-4267</u>

